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ABSTRACT

This essay reports on several major features of black academic libraries: collections, operating expenditures, staff, and salaries. Eighty-five black, four-year, degree-conferring institutions were queried, and fifty-one questionnaires were returned. The results are categorized in terms of type of support of the institutions. In the fifty-one institutions reporting their 1968 fall figures, 92,911 students were enrolled on a full time basis. These institutions reported a total of 4,290,915 volumes for the end of the year. No collection in a black college approaches one-million volumes. Eleven institutions (about one-fifth) exceed the 100,000 volume figure. During the year, 324,487 volumes were added. The total number of bound periodicals reported was 235,212. There was 46.1 volumes per full-time student, on the average, with 2.5 periodicals per capita. The highest per capita holdings were 142.7 volumes; 13.3 was the lowest. The highest figure reported for bound periodicals was 14.4 per capita with a low of 0.26. (MF)

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BLACK ACADEMIC LIBRARIES: AN INVENTORY

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Unless some social upheaval presently unforeseen occurs, the ten-year period of the sixties will be most vividly remembered in the United States by enduring and quick advances toward racial equality. The Federal Government enacted legislation guaranteeing certain basic civil rights and took steps to inaugurate political equality for all citizens regardless of color and race. Of equal importance, the conscience of America generally was aroused to the lasting evils of discrimination and its consequent violations of the moral principles basic to a truly democratic nation.

Now aware of the racial injustice which has so long existed throughout our republic, more and more individuals and organizations are throwing their efforts into a number of activities to close the gap between our professed egalitarian principles and our discriminatory practices. These activities assail abuses along the whole spectrum of rights -- from employment practices, housing conditions and consumer services to voting privileges and equal access to education. The fight for equal educational opportunities demonstrates how advances in any of these areas of social life affect the others. Formerly, major progress toward the goal of free and open access to education has had to wait on legal action in the courts, but now educational opportunities are expanding as the result of wider and more telling use of political power and social pressure. These educational opportunities are themselves necessary before comparable

advances can be made in employment opportunities; for in a modern society, education and technological training are the keys which unlock the doors to the preferred occupations. Fair employment practices will not, by themselves, guarantee admittance to higher occupations. Without open access to education at all levels, to the untutored and unskilled the right to employment without regard to race will largely remain an empty dream.

The salutary effects of increased educational opportunity extend beyond employment and housing and voting. Education also gives renewed strength to this movement for equal opportunities. Black college students dramatized this role of education in the 1960's when they began to demonstrate for equal consumer services -- first in North Carolina and then in Alabama and Georgia. Students joined in protests at lunch counters and movie theaters, bringing arrests, jailings, publicity and further demonstrations. These sit-in demonstrations and the enrollment of the first blacks in previously segregated state universities in Mississippi and Georgia, glued the eyes of the world on the colleges that these students attended and brought about great interest in the character of the education they provided. Questions were posed. What were these colleges like? What role did they play in the whole enterprise of American higher education? What were their standards? What were their needs?

In the past fifty years analysts of American higher education had undertaken to answer these questions. All of these reports in one way or another contain many facts about higher education for Negroes. Although the black schools include less then ten per cent

of American institutions of higher education, and their enrollments comprise less than five per cent of all college students, these black colleges and universities enroll over half of all Negroes attending the nation's institutions of higher education. Regardless of the speed or extent of racial integration, and in spite of the Riesman-Jencks satire, many of these institutions will continue to be a major avenue to higher education for black youth.

The fact has been established that except at the topmost level of excellence represented by a few celebrated institutions, the Negro institutions run the entire gamut of quality within American higher education.[1] Negro institutions lie all along the line of the American academic procession, instead of forming a separate unitary group at the tail end. Some are exceptionally far forward and others far behind, but beside each of them stands some institution attended predominantly by white students. An objective view of the line must disclose that a not inconsiderable number of these black institutions now struggle along toward the rear of the procession. Some educators conclude that both their students and society at large would be better served if a number of black schools closed their doors. Contrary to the proposal for disestablishment, many observers conclude that the black institutions ought to be preserved and strengthened. Student finances, educational preparation, and growing enrollments argue compellingly for preserving,

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[1]McGrath, Earl. The Predominantly Negro Colleges and Universities in Transition (New York: Bureau of Publications, Teachers College, Columbia University, 1965).

strengthening, and integrating existing black institutions and against closing them or allowing them to wither on the vine of academe. To keep these institutions in being and to enhance the quality of their programs will require large sums of money. Both the social necessity and humane considerations persuasively demonstrate that obtaining these greatly needed resources is a work to which foundations, government at the local, state, and federal levels, and individual philanthropists can, with deep satisfaction, dedicate their efforts. As far as disadvantaged blacks and other youth are concerned, the concept of excellence can be realized by taking students where they are socially, economically, and educationally, and developing their abilities to the fullest -- a task long familiar to the black schools of America.

To retain any validity today, the Hopkins image of higher education as a teacher on one end of a log and a student on the other must include books, journals, microforms, and a computer between them. If a library is to be of high quality, college administrators must understand and appreciate its role in accomplishing the objectives of higher education. Faculty members must also be familiar with its collection in their own subject areas, be active in helping to keep the collection current, and assure its effective use. Finally, the financial support of the library must be both adequate and free from frequent and violent fluctuations.

This essay reports on several major features of black academic libraries: collections, operating expenditures, staff, and salaries.

The quality of any college library is determined first by the extent and nature of its materials and human resources. When its holdings are insufficient, outdated, or inadequately housed, or, when its staff and services are unreliable, unimaginative, or ineffective, the library cannot actively accomplish its functions. The resources and services of black college libraries run the gamut from poor to excellent, but the curve is skewed toward the lower end. Their problems are those of most small college libraries, but they are more intense. The need for library resources and services is accentuated in black colleges by the lack of sufficiently trained personnel and the larger than usual normal proportion of poorly prepared students.

Eighty-five black, four-year, degree-conferring institutions were quéried in connection with this study. Fifty-one questionnaires were returned. Information about other institutions which did not respond was gathered from other sources. The results were categorized in terms of type of support of the institutions. United Negro College Fund is a group of privately supported, accredited, four-year colleges which have banded together to carry on fund-raising jointly -- founded in the 1940's, it is the oldest educational "community fund" extant. The fall of 1968 was taken as the base period for this inventory of black academic libraries. Some institutions furnished information, and requested that it be used only in summary form. This confidence was respected.

Statistics, it seems safe to say, are used in surveys of collections more consistently than anything else. If a library says anything at all about its collection, it is almost sure to

mention its size. There are widely accepted standards for minimum sizes of college libraries, below which, in the judgment of professional organizations or accrediting associations, it is impossible to provide the variety of materials required for adequate service. Above the minimal sizes, standards usually specify a given number of additional volumes per capita. Comparison with like libraries is also permissible. Per capita calculations and comparisons are normally made by applying additional quantitative standards such as the number of periodicals currently received. These figures alone may be misleading, as quality is more important than quantity. Uniformity has not been achieved in methods of counting library holdings, and many libraries have discovered errors in the reporting of figures; however, size does tell something. There is normally a high correlation between the size of a library, its usefulness, and the quality of the institution it serves.

In the 51 institutions reporting their 1968 fall figures there were 92,911 students enrolled on a full-time basis. The enrollments ranged from a low of 520 to a high of 8,847. These institutions reported a total of 4,290,915 volumes for the end of the year; the smallest collection had 5,281 and the largest collection had 575,357 volumes. No collection in a black college approaches one million volumes. Eleven institutions (about one-fifth) exceed the 100,000 volume figure (see Table 1). During the year, 324,487 volumes were added, ranging from a low of 1,021 to a high of 43,893 volumes. The total number of bound periodicals reported was 235,212, ranging from 288 to

TABLE 1

ENROLLMENT, TOTAL NUMBER OF VOLUMES, VOLUMES ADDED IN CURRENT YEAR, PERIODICALS, AND UNITS OF VOLUMES AND PERIODICALS PER FULL-TIME STUDENT ENROLLMENT OF 51 BLACK COLLEGES, FALL, 1968

INSTITUTION	Total Enrollment, Fall 1968	Number of Units in Collection			Units Per FTE Student	
		Volumes at End of Year	Volumes Added During Year	Periodicals Bound Vols.	Volumes	Periodicals
Alabama A&M College	1,976	98,000	12,000	12,825	46.0	6.4
Alabama Lutheran	NA	5,281	2,271	NA	--	--
Allen University	757	26,931	4,531	NA	34.3	NA
Atlanta University	6,407	227,906	8,507	25.901	34.1	4.04
Benedict College	1,137	44,472	3,121	366	39.0	.32
Bennett College	684	58,051	2,235	2,757	85.2	4.5
Bishop College	1,787	46,391	9,628	6,233	20.8	3.6
Central State University	2,726	92,000	8,000	NA	34.06	NA
Claflin College	732	34,559	2,345	NA	47.3	NA
Dillard University	886	81,213	4,560	NA	91.1	NA
Elizabeth City State	944	59,867	4,000	2,150	63.6	2.2
Fisk University	1,158	165,618	4,797	16,711	142.7	14.4
Fort Valley State	1,974	75,650	11,089	15,280	38.9	7.7
Grambling College	3,718	75,687	5,047	NA	20.3	NA
Hampton Institute	2,300	97,080	5,342	14,887	42.2	6.8
Howard University	8,847	575,357	43,893	NA	65.01	NA
Huston-Tillotson	900	40,294	2,461	870	44.7	.9
Jackson State	3,594	55,630	7,151	5,284	15.5	1.3
Jarvis Christian	551	34,759	2,805	NA	63.2	NA
Johnson C. Smith	1,331	78,824	4,649	2,085	59.3	1.5
Kentucky State	1,610	49,875	1,851	8,090	30.9	5.03
Lane College	1,106	44,987	4,010	2,143	40.5	1.9
Langston University	1,443	104,090	3,161	2,624	72.3	1.8
LeMoyne-Owen College	664	45,068	2,781	5,550	63.7	8.3
Livingstone College	826	66,212	34,250	1,408	52.2	1.7
Miss. Valley State	2,498	43,346	7,252	3,600	13.3	1.3
Morris Brown College	1,372	18,915	1,547	NA	13.8	NA
Norfolk State	4,075	72,825	13,000	11,488	17.7	2.8
N. C. A&T State	3,876	261,944	16,855	1,970	67.4	.5
N. C. College (Durham)	3,040	171,754	7,202	26,451	56.4	6.8
Paine College	702	41,443	1,737	NA	59.2	NA
Philander Smith College	552	52,636	2,403	2,420	93.8	4.4
Rust College	616	51,755	4,158	1,459	83.4	2.3

TABLE 1 (CONTINUED)

INSTITUTION	Total Enrollment, Fall 1968	Number of Units in Collection			Units Per FTE Student	
		Volumes at End of Year	Volumes Added During Year	Periodicals Bound Vols.	Volumes	Periodicals
St. Augustine's	1,015	39,565	5,064	NA	39.1	NA
St. Paul's College	520	37,906	2,200	314	72.9	.603
Shaw University	1,100	38,104	NA	288	34.6	.26
S. C. State College	1,602	84,550	4,500	6,419	52.8	3.7
Southern University	5,957	203,445	12,741	19,773	34.1	3.3
Stillman College	802	37,722	2,432	3,029	48.1	3.8
Talladega College	579	44,605	3,490	NA	76.8	NA
Texas College	468	37,683	5,100	4,138	80.0	8.8
Texas Southern	3,897	165,308	17,403	NA	42.3	NA
Tougaloo College	715	55,236	6,164	1,121	77.8	1.5
Tuskegee Institute	3,011	167,270	11,331	NA	55.5	NA
Virginia State	2,276	116,086	5,646	NA	51.9	NA
Virginia Union	1,159	79,535	7,461	5,699	68.5	4.8
Voorhees College	725	30,917	10,000	1,321	42.8	1.8
Wilberforce University	1,043	---	2,699	NA	--	--
Wiley College	703	25,530	1,021	NA	36.3	NA
Winston-Salem State	1,301	66,454	6,825	4,417	51.1	3.4
Xavier University	1,249	100,184	2,771	12,741	80.1	10.1
Totals	92,911	4,290,915	324,487	235,212	46.1	2.5

26,451 volumes (this is not a very reliable figure as many libraries did not keep a separate figure). Per capita figures are often used in surveying collections. There were 46.1 volumes per full-time student on the average in these black college libraries, with 2.5 periodicals per capita. The highest per capita holdings were 142.7 volumes and 13.3 was lowest; 14.4 bound periodicals per capita was the highest reported with a low 0.26.

Some comparative figures are available from the U. S. Office of Education. For the academic year 1967-68, 2,300 academic libraries reported holding 303,000,000 volumes at the end of the year and 43.3 volumes per student. Twenty-nine of the black libraries in the present study held this number -- although the average for the black schools exceeded the 43.3 volumes. During the academic year 22,000,000 volumes were added; less than a half-million were added to black college library collections.

Let us take a look at the privately-supported colleges. Thirty-four reported a total enrollment of 46,404 -- about half of all reported. These enrollments ranged from a low of 551 to a high of 8,847. About half of the 2,494,000 volumes in all the reporting libraries were held by these privately supported institutions. The largest collection of 575,357 volumes among the black colleges is included in this group. Over half of the number of volumes added to all collections were added to the libraries of private colleges. Less than one-third of the bound periodicals reported were in privately-supported college libraries (see Table 2). The average per capita holdings for privately-supported libraries was 53.7 volumes which exceeds national figures -- the range was from a low

TABLE 2

ENROLLMENT, TOTAL NUMBER OF VOLUMES, VOLUMES ADDED IN CURRENT YEAR, PERIODICALS, AND UNITS OF VOLUMES AND PERIODICALS PER FULL-TIME STUDENT ENROLLMENT IN 34 PRIVATELY-SUPPORTED BLACK COLLEGES, FALL, 1968

	Total Enrollment, Fall 1968	Number of Units in Collection			Units Per FTE Student	
		Volumes at End of Year	Volumes Added During Year	Periodicals Bound Vols.	Volumes	Periodical
Alabama Lutheran	NA	5,281	2,271	NA	---	NA
Allen University	757	26,031	4,531	NA	34.3	NA
Atlanta University	6,407	227,906	8,507	25,901	34.1	4.04
Benedict College	1,137	44,472	3,121	366	39.0	.32
Bennett College	684	58,051	2,235	2,757	85.2	4.5
Bishop College	1,787	46,391	9,628	6,223	20.8	3.6
Claflin College	732	34,559	2,345	NA	47.3	3.6
Dillard University	886	81,213	4,560	NA	91.1	NA
Fisk University	1,158	165,618	4,797	16,711	142.7	14.4
Hampton Institute	2,300	97,080	5,342	15,889	42.2	6.8
Howard University	8,847	575,357	43,893	NA	65.01	NA
Huston-Tillotson	900	40,294	2,461	870	44.7	.9
Jarvis Christian	551	34,759	2,805	NA	63.2	NA
Johnson C. Smith	1,331	78,824	4,649	2,085	59.3	1.5
Lane College	1,106	44,987	4,010	2,143	40.5	1.9
LeMoyne-Owen	664	45,068	2,781	5,550	63.7	8.3
Livingstone College	826	66,212	3,250	1,408	52.2	1.7
Morris Brown	1,372	18,915	1,547	NA	13.8	NA
Paine College	702	41,443	1,737	NA	59.2	NA
Philander Smith College	552	52,636	2,403	2,420	93.8	4.4
Rust College	616	51,755	4,158	1,459	83.4	2.3
St. Augustine's	1,015	39,565	5,064	NA	39.1	NA
St. Paul's	520	37,906	2,200	314	72.9	.603
Shaw University	1,100	38,104	NA	288	34.6	.26
Stillman College	802	37,722	2,432	3,029	48.1	3.8
Talladega College	579	44,605	3,490	NA	76.8	NA
Texas College	468	37,683	5,100	4,138	80.0	8.8
Tougaloo College	715	55,236	6,164	1,121	77.8	1.5
Tuskegee Institute	3,011	167,270	11,331	NA	55.5	NA
Virginia Union	1,159	79,535	7,461	5,699	68.5	4.8
Voorhees College	725	30,917	10,000	1,321	42.8	1.8
Wilberforce University	1,043	---	2,699	NA	---	---
Wiley College	703	25,530	1,021	NA	36.3	NA
Xavier University	1,249	100,184	2,771	12,741	80.1	10.1
Totals	46,404	2,494,404	107,770	95,441	53.7	2.05

of 13.8 to a high of 142.7 (twenty-one libraries met the national figure). Again the highest and lowest per capita holdings of bound periodicals were found in this group: the highest per capita holdings being 14.4 and the lowest 0.26.

Publicly-supported institutions present another picture as 46,507 students were enrolled in these colleges -- about half of all students enrolled in black institutions. Seventeen publicly supported institutions revealed larger enrollments than privately supported colleges. The enrollments ranged from a low of 944 to a high of 5,957, with only one college having less than 1,000 students. One-half of the volumes in black libraries were in these colleges with collections ranging in size from 43,346 to 261,944 volumes. Less than half of the total number of volumes added to black libraries were acquired by publicly-supported colleges (153,717 of the 324,487 total). The range of acquisitions was a low of 3,161 and a high of 17,403. Of the 235,212 bound periodicals held by all reporting libraries, 139,771 were held by publicly-supported institutions, ranging from a low of 1,970 to a high of 26,451. There was an average of 37.1 volumes per capita in this group with a range of 15.5 to 72.3 per capita with eight institutions exceeding the national figure. On a whole privately-supported colleges rated higher than those that are publicly supported (see Table 3).

Members of the United Negro College Fund might be considered the "elite" of black institutions -- or at least they are so considered. Thirty-four are considered in this study -- some have been added and one has resigned from the group since the study. All UNCF Colleges did not answer the questionnaire, and some figures

TABLE 3

TOTAL ENROLLMENT, NUMBER OF UNITS IN COLLECTION,
AND UNITS PER FTE STUDENT
IN STATE-SUPPORTED INSTITUTIONS, FALL, 1968

INSTITUTION (State Supported)	Total Enrollment, Fall 1968	Number of Units in Collection			Units Per FTE Student	
		Volumes at End of Year	Volumes Added During Year	Periodicals Bound Vols.	Volumes	Periodical
Alabama A&M State	1,976	98,000	12,000	12,825	46.0	6.4
Central State	2,726	92,000	8,000	NA	34.06	NA
Elizabeth City	944	59,867	4,000	2,150	63.6	2.2
Fort Valley	1,274	75,650	11,089	15,280	38.9	7.7
Grambling College	3,718	75,687	5,047	NA	20.3	NA
Jackson State	3,594	55,630	7,151	5,684	15.5	1.3
Kentucky State	1,610	49,875	11,851	8,090	30.9	5.03
Langston University	1,443	104,090	3,161	2,624	72.3	1.8
Miss. Valley State	2,498	43,346	7,252	3,600	13.3	1.3
Norfolk State	4,075	72,825	13,000	11,488	17.7	2.8
N. C. A&T	3,876	261,944	16,855	1,970	67.4	.5
N. C. College (Durham)	3,040	171,754	7,202	26,451	56.4	6.8
S. C. State	1,602	84,550	4,500	6,419	52.8	3.7
Southern University	5,957	203,445	12,741	19,773	34.1	3.3
Texas Southern	3,897	165,308	17,403	NA	42.3	NA
Virginia State	2,276	116,086	5,640	NA	51.9	NA
Winston-Salem	1,301	66,454	6,825	4,417	51.1	3.4
Totals	46,507	1,796,511	153,717	139,771	37.1	3.05

were gathered from other sources (see Table 4). In the UNCF colleges 33,708 students were enrolled, about one-third of the total enrolled in black institutions. Enrollments ranged from 481 to 6,407. The total number of volumes held by the UNCF colleges is 1,734,767, or approximately three-sevenths of 4,290,915, the total holdings of all black college libraries (see Table 4). Over half of the total number of books added to the collections of all libraries included in the study were added to UNCF college libraries; 177,851 volumes out of a total of 324,487. Out of a total of 235,212 bound periodicals, 105,513 volumes were held by UNCF libraries. An average of 44 volumes per capita was held by these libraries against the national figure of 43 volumes per capita with a range of 11.5 to 142.7. UNCF libraries were doing better than publicly-supported libraries, and better than non-UNCF members.

Table 5 summarizes the statistical data reported on collections in the predominantly Negro college libraries.

The Association of College and Research Libraries published "minimum" standards for academic libraries in 1959. These standards are taken seriously by many college library administrators. These widely accepted standards give direction as to minimal size of an academic library, and libraries which fall below these standards, substantially, cannot provide the variety of materials required for adequate service. Above the minimal size, standards ordinarily specify a given number of additional volumes per capita. A minimum collection of 50,000 "carefully selected" volumes is suggested for a minimum enrollment of 600 students; the addition of 10,000 volumes is suggested for each additional unit of 200 students.

TABLE 4

TOTAL ENROLLMENT, NUMBER OF UNITS IN COLLECTION, UNITS PER FTE STUDENTS IN UNCF INSTITUTIONS FALL, 1968

INSTITUTION (UNCF Colleges)	Total Enrollment, Fall 1968	Number of Units in Collection			Units Per FTE Student	
		Volumes at End of Year	Volumes Added During Year	Periodicals Bound Vols.	Volumes	Periodicals
Alabama						
Oakwood College	727	26,622	---	---	36.8	---
Stillman College	802	37,722	2,432	3,029	48.1	3.8
Tuskegee Institute	3,011	167,270	11,331	NA	55.5	NA
Talladega College	579	44,605	3,490	NA	76.8	NA
Arkansas						
Philander Smith	552	52,636	2,403	2,420	93.8	4.4
Florida						
Bethune Cookman	1,055	50,046	---	---	47.9	---
Georgia						
Atlanta University	6,407	227,906	8,507	25,901	34.1	4.04
Clark College	1,003	24,000	---	---	24.0	---
ITC	NA	40,000	---	---	---	---
Morehouse College	1,039	12,000	---	---	11.5	---
Morris Brown	1,372	18,915	1,547	NA	13.8	NA
Paine College	702	41,443	1,737	NA	59.2	NA
Spelman College	870	15,000	---	---	17.2	---
Louisiana						
Dillard University	886	81,213	4,560	NA	91.1	NA
Xavier University	1,249	100,184	2,771	12,741	80.1	10.1
Mississippi						
Tougaloo	715	55,236	6,164	1,121	77.8	10.1
North Carolina						
Barber-Scotia	481	33,913	---	---	70.6	---
Bennett College	684	58,051	2,235	2,757	85.2	4.5
Johnson C. Smith	1,331	78,824	4,649	2,085	59.3	1.5
Livingstone College	826	66,212	3,250	1,408	52.2	1.7
St. Augustine College	1,015	39,565	5,064	NA	39.1	NA
Shaw University	1,100	38,104	NA	288	34.6	.26

TABLE 4 (CONTINUED)

INSTITUTION (UNCF Colleges)	Total Enrollment, Fall 1968	Number of Units in Collection			Units Per FTE Student	
		Volumes at End of Year	Volumes Added During Year	Periodicals Bound Vols.	Volumes	Periodicals
Ohio						
Wilberforce University	1,043	38,000	2,699	NA	36.5	---
South Carolina						
Benedict College	1,137	44,472	3,121	366	39.0	.32
Tennessee						
Fisk	1,158	165,618	4,797	16,711	142.7	14.4
Knoxville College	889	38,000	---	---	40.8	---
Lane College	1,106	44,987	4,010	2,143	40.5	1.9
LeMoyne-Owen College	664	45,068	2,781	5,550	63.7	8.3
Texas						
Bishop College	1,787	46,391	9,628	6,223	20.8	3.6
Huston-Tillotson	900	40,294	2,461	870	44.7	.9
Wiley College	703	25,530	1,021	NA	36.3	---
Virginia						
Hampton Institute	2,300	97,080	532	15,887	42.2	6.8
St. Paul's College	520	37,906	2,200	314	72.9	.603
Virginia Union Univ.	1,159	79,535	7,461	5,699	68.5	4.8
Totals	33,708	1,734,767	177,851	105,513	44.	3.1

TABLE 5

COLLECTIONS OF PREMOMINANTLY NEGRO ACADEMIC LIBRARIES

INSTITUTION (Summary, Fall, 1968)	Total Enrollment, Fall 1968	Number of Units in Collection			Units Per FTE Student	
		Volumes at End of Year	Volumes Added During Year	Periodicals Bound Vols.	Volumes	Periodicals
*PNC (52 reports)	92,911	4,290,915	324,487	235,212	46.1	2.5
Privately (33 reports)	46,404	2,494,404	170,770	95,441	53.7	2.05
State (17 reports)	46,507	1,796,511	153,717	139,771	37.1	3.05
**UNCF (25 reports)	33,005	1,709,237	176,830	105,513	51.7	3.1

ENROLLMENT

All PNC	51 reported a total of 92,911 or an average of 1,821.7 students.
State	17 reported a total of 46,507 or an average of 2,735.7 students.
Private	33 reported a total of 46,404 or an average of 1,406.1 students.
UNCF	25 reported a total of 33,005 or an average of 1,320.2 students.

BOOK COLLECTION

All PNC	51 reported a total of 4,290,915 or an average of 84,135.5 volumes.
State	17 reported a total of 1,769,511 or an average of 105,677.1 volumes.
Private	33 reported a total of 2,494,404 or an average of 75,730.4 volumes.
UNCF	24 reported a total of 1,709,237 or an average of 71, 218.2 volumes.

ADDITIONS TO COLLECTION

All PNC	51 reported a total of 324,487 or an average of 6,362.4 volumes.
State	17 reported a total of 153,717 or an average of 9,042.1 volumes.
Private	33 reported a total of 170,770 or an average of 5,174.8 volumes.
UNCF	24 reported a total of 176,830 or an average of 7,367.8 volumes.

PERIODICAL COLLECTION

All PNC	35 reported a total of 235,212 or an average of 6,720.3 volumes.
State	13 reported a total of 139,771 or an average of 10,751.5 volumes.
Private	20 reported a total of 95,441 or an average of 8,772 volumes.
UNCF	18 reported a total of 105,513 or an average of 5,864 volumes.

*Predominantly Negro Colleges

**United Negro College Fund

Table 6 shows a balance sheet for UNCF libraries. A figure has been computed for each library in light of the ALA standards, and a plus or minus symbol is used to indicate if the collection in each of these libraries reaches minimum standards. A figure has also been given to show the extent of the deficit. Of the 34 UNCF libraries under study 23 or approximately two-thirds, did not meet the minimum standard. One met the standard exactly, eight exceeded the standard, and two graduate institutions would not be evaluated by these standards. A word must be said about the undergraduate colleges in the Atlanta University Center whose separate collections all fall below minimum standards; however, the holdings in the Atlanta University library show a "plus" for these schools, which might not be justified.

There is a "deficit" of approximately 676,000 volumes to bring the 34 UNCF libraries up the minimum standard of size of collection. There is probably a greater "deficit" if the present collections were properly weeded, and only the "carefully selected" items were retained. What would it take to purchase these volumes? Library Journal of July, 1969 reports the average cost of a hard cover book in 1968 was $8.47. It would take approximately 5.7 million dollars at 1968 average book prices to erase this deficit. A similar picture would probably present itself for the publicly-supported and the non-UNCF libraries.

Libraries have made real gains with respect to support during the past several years, along with hard-won recognition and general acceptance of the services they provide. A study of the finances of a library and of its services necessarily requires an evaluation of practically every other factor that relates to its operation.

TABLE 6

A BALANCE SHEET OF UNITED NEGRO COLLEGE FUND LIBRARIES,
FALL, 1968

INSTITUTION (UNCF College)	Enrollment (round #)	Collection (round #)	ALA Standard	Plus or Minus
Stillman College	800	38,000	60,000	-22,000
Oakwood College	700*	27,000#	60,000	-33,000
Talladega College	600	45,000	50,000	-5,000
Tuskegee Institute	3,000	167,000	170,000	-3,000
Philander Smith	600	53,000	50,000	plus
Bethune-Cookman	1,100*	50,000#	80,000	-30,000
Atlanta University	1,000*grad.	228,000	none	
	6,400 undergrad.	228,000	340,000	-112,000
Clark College	1,000*	24,000#	70,000	plus
ITC	NA	40,000#	none	----
Morehouse College	1,000*	12,000#	90,000	plus
Morris Brown College	1,400	19,000	90,000	plus
Spelman College	900*	15,000#	90,000	plus
Paine College	700	41,000	60,000	-19,000
Dillard University	900	81,000	90,000	-9,000
Xavier University	1,200	100,000	80,000	plus
Tougaloo College	700	55,000	60,000	-5,000
Barber-Scotia	500*	34,000#	60,000	-26,000
Bennett College	700	58,000	60,000	-2,000
Johnson C. Smith	1,300	79,000	90,000	-11,000
Livingstone College	800	66,000	60,000	plus
St. Augustine's	1,000	40,000	70,000	-30,000
Shaw University	1,100	38,000	80,000	-42,000
Wilberforce University	1,100*	38,000#	70,000	-32,000
Fisk University	1,200	166,000	80,000	plus
Knoxville College	900*	38,000#	70,000	-32,000
Lane College	1,100	45,000	80,000	-35,000
LeMoyne-Owen College	700	45,000	60,000	-15,000
Bishop College	1,800	46,000	110,000	-64,000

TABLE 6 (CONTINUED)

INSTITUTION (UNCF College)	Enrollment (round #)	Collection (round #)	ALA Standard	Plus or Minus
Huston-Tillotson	900	40,000	90,000	-50,000
Wiley College	700	26,000	70,000	-44,000
Hampton Institute	2,300	97,000	140,000	-43,000
St. Paul's College	500	38,000	50,000	-12,000
Virginia Union University	1,200	80,000	80,000	Even

*Plans for Progress. Directory of Predominantly Negro Colleges and Universities, 1969.

#American Library Directory, 1968-69.

ALA MINIMUM STANDARDS: Minimum collection of 50,000 carefully selected volumes for a minimum enrollment of 600 students. Add 10,000 volumes for each additional unit of 200 students.

While it does not necessarily hold true that an effective library program is the result of adequate support, the two factors are, naturally, related.

While, as a general rule, a college library should receive a budget of no less than five per cent of the total operating budget of the college, the librarian should plan a budget on need. Many institutional budgets are so small that the library's five per cent is a pittance. Another method used in checking the adequacy of the library budget is the student formula; that is, an adequate library program requires an expenditure of between $50 and $80 per student.

The libraries' responses indicated that $7,130,087 was spent for library expenditures; ranging from a high of $871,873 to a low of $36,317. About half of this figure, $3,495,631, was paid in salaries which ranged from a low of $17,222 to a high of $411,559. Approximately one-tenth of total library expenditures, $716,222 was for wages. Binding of books and periodicals amounted to $157,715. Less than one-third of the total library expenditures, $2,320,610, was spent for books. Only three libraries spent more than $100,000 for books, and the range was from a low of $6,494 to a high of $325,087. Other library expenditures amounted to $439,079 (see Table 7). Expenditures on a per capita basis revealed a range of $36 to $153. Keeping in mind the suggested range of $50 to $80 as an adequate per capita library expenditure, five libraries spent less than $50 and 21 spent less than $80. Twenty-six libraries exceeded the $80 figure, three met this figure, and several more libraries doubled it. There should be little cause for jubilation, as many of these libraries are in the midst of programs of "catching up" and these indications of increased expenditures do not merit complacency (see Table 7).

TABLE 7

OPERATING EXPENDITURES OF ACADEMIC LIBRARIES
FALL, 1968

INSTITUTION	Total Lib. Expend.	Salaries	Wages	Binding	Books	Other	Expend. Per FTE Student	Expend. as % Educ. Expend.
Alabama A&M	177,596	84,596	8,500	2,000	82,000	500	89.	6.1
Allen University	51,400	32,700	1,000	1,000	14,000	2,700	67.	7.7
Atlanta University	236,656	107,523	16,707	10,418	60,326	41,682	36.	7.3
Benedict	93,342	43,050	21,000	946	28,346	---	82.	NA
Bennett	555,231	30,438	2,656	505	16,857	4,755	80.	NA
Bishop	156,193	63,646	4,838	3,956	23,506	60,197	87.	3.1
Central State	195,400	99,400	5,000	5,000	60,000	26,000	71.	4.9
Claflin	77,186	36,789	1,155	4,099	32,643	2,500	105.	---
Dillard	86,540	41,000	17,500	1,800	26,240	---	97.	4.7
Elizabeth City	66,677	26,559	9,841	3,105	23,864	3,308	70.	5.7
Fisk University	170,555	111,460	23,304	3,000	26,500	6,291	47.	4.8
Fort Valley	163,600	89,500	---	12,800	55,300	6,000	82.	5.9
Grambling	247,375	130,136	55,550	7,344	52,543	1,802	66.	5.2
Hampton	175,550	98,575	8,100	3,000	59,000	6,875	76.	2.9
Howard	871,873	411,559	58,197	20,000	325,087	57,030	98.	3.2
Huston-Tillotson	51,535	23,535	8,908	196	15,687	3,209	57.	2.8
Jackson State	157,073	82,903	21,242	4,938	41,300	6,690	43.	4.5
Jarvis Christian	86,851	31,299	28,830	216	11,340	15,166	156.	5.6
J. C. Smith Univ.	157,287	51,770	3,598	1,442	96,883	3,594	118.	9.2
Kentucky State	170,851	73,868	6,200	7,000	71,983	11,800	106.	4.7
Lane College	94,574	35,427	27,594	944	30,512	97	85.	8.9
Langston University	70,797	42,400	18,100	1,600	15,397	3,300	49.	5.7
LeMoyne-Owen	42,460	18,899	1,571	1,271	20,269	450	63.	4.7
Livingstone	48,933	24,136	9,700	448	12,363	2,286	59.	3.1
Miss. Valley State	225,560	153,000	11,610	1,500	54,000	5,450	90.	5.2
Morris Brown	36,317	22,550	5,309	---	6,494	1,964	26.	1.5
Norfolk State	270,163	105,304	21,243	8,157	104,354	31,106	66.	6.3
N. C. A&T State Univ.	238,593	141,796	4,912	1,650	82,739	7,496	61.	5.3
N. C. Central Univ.	246,457	150,416	8,690	---	75,319	6,032	81.	6.3
Paine	56,305	30,683	5,130	843	16,839	2,805	80.	NA
Philander Smith	56,836	17,232	14,116	548	22,949	1,701	102.	5.2
Rust	47,400	18,900	10,000	3,000	10,000	5,500	76.	4.2

TABLE 7 (CONTINUED)

INSTITUTION	Total Lib. Salaries Expend.		Wages	Binding	Books	Other	Expend. Per FTE Student	Exper as % Educ. Exper
St. Augustine's	83,241	30,541	1,245	570	50,404	481	82.	5.4
St. Paul's	42,538	28,381	4,200	1,611	7,371	975	81.	5.3
Shaw University	93,050	53,100	20,450	3,000	16,500	---	84.	NA
S. C. State	101,706	63,393	8,987	4,025	25,301	---	63.	6.0
Southern University	262,159	144,323	16,904	5,684	48,705	10,543	44.	3.3
Stillman	50,620	28,350	9,800	799	9,517	2,154	63.	2.9
Talladega	64,803	27,900	11,628	1,200	21,375	2,700	111.	5.4
Texas College	71,758	23,874	20,250	1,600	24,384	1,750	153.	7.6
Texas Southern Univ.	315,226	159,624	17,192	4,000	126,510	7,900	80.	8.0
Tougaloo	91,034	47,537	13,813	3,691	25,993	---	127.	8.7
Tuskegee	287,906	109,602	66,682	5,650	82,779	23,193	95.	4.8
Virginia State	187,668	108,408	23,287	---	44,628	11,345	82.	4.0
Virginia Union	149,233	42,147	29,361	3,017	59,527	15,181	128.	6.2
Voorhees	80,920	34,720	8,100	2,000	34,000	2,100	111.	NA
Wilberforce Univ.	78,216	39,646	3,000	3,286	21,863	10,415	74.	5.4
Wiley	79,582	43,303	4,567	197	17,972	13,543	113.	10.3
Winston-Salem	126,297	45,743	5,224	3,454	67,911	3,965	97.	8.1
Xavier University	80,964	28,000	22,000	1,200	25,236	4,528	64.	NA
Totals	7,130,087	3,495,631	716,722	157,715	2,320,610	439,079		

The allocation of five per cent of the total educational budget for library purposes is being met by 26 libraries. It was impossible to compute this figure for seven libraries. The percentage of the general budgets spent for libraries ranged from a low of 1.5 to a high of 10.3. Here again, the five per cent figure allows little room for complacency.

How many staff members should a library have? What standards should a survey employ in evaluating personnel? The answer is simply as many as necessary to accomplish the objectives of the library. This answer seems clear enough, but it is far from easy to apply. Libary service is open ended in character; better service leads to more use and this, in turn, requires still more staff members. Librarians have developed guidelines for division of staff between professional and non-professional positions. Some recommend that there should be two supportive staff members for every professional position. ALA standards require a minimum of three professional librarians in an academic library. There are other formulas based on student enrollment to be used to justify additional professionals. Eight libraries reported staffs of professionals of less than three. There were no one-man libraries. The number of professional staff members ranged from two to 27. The number of non-professional staff did not fare so well as the range was from one to 41. If the standard of two non-professionals for every professional was applied, the picture is rather bleak as 14 libraries had this ratio. The question arises as to why administrators are reluctant to hire sufficient supportive staff for their libraries. With the lack of sufficient supportive staff, many professional librarians are tied down to clerical duties which could

be performed more cheaply by non-professional assistants; thus releasing the greatly needed library expertise to assist students and faculty.

Hours of student help are difficult to evaluate, and many black libraries depend heavily upon this source of manpower. The responses indicated that the range was from 1,035 to 135,232 hours of student help for the year reported. It is realized that the genius of black higher education is represented by this "boot strap" operation of self-help; however, it would be far more desirable to translate some of these expenditures for student wages into the employment of full-time supportive personnel.

Work weeks are becoming shorter, and a 37-hour work week is not uncommon. Two libraries reported a 35-hour work week, while most libraries still have the 40-hour week (see Table 8).

Salaries are not a matter of what should be paid for a given type of work but what the market provides. A brief survey was made in April, 1968 of the salaries reflected in the ads of the March, 1967, and March, 1968 issues of the ALA Bulletin, Library Journal, and Wilson Library Bulletin (three widely read library periodicals). The study revealed that the median salary range for vacancies generally requiring no experience in March, 1968 was $7,000 to $7,500; the lowest starting salary was $5,400 and the highest was $8,500 -- all of these salaries required a MSLS degree. The Library Journal of June 15, 1969 reported that the average salary for 1968 library school graduates was $7,660 with a median of $7,488 and a cluster at $7,000-$7,500 (a range of $4,500 to $16,300). Table 8 shows what these black schools were paying as beginning salaries to library school graduates (or holders of

TABLE 8

STAFF OF ACADEMIC LIBRARIES
FALL, 1968

INSTITUTION (Fall, 1968)	Profes-sional Librarians	Non-professional Staff	Hours of Student Help	Work Week	Beginning Salary of Library School Graduates
Alabama A&M College	4	13.5	8,500	40	6,000
Allen University	3	3	NA	38	5,500
Atlanta University	12	4.5	NA	40	NA
Benedict College	4	4	17,000	38	4,500
Bennett College	2	5	1,300	36-40	5,200
Bishop College	4	8	3,259	37	7,500
Central State Univ.	6	12	NA	40	7,500
Claflin College	3	4.5	9,450	38	5,500
Dillard University	3	3	14,000	35	NA
Elizabeth City College	3	2	9,720	40	4,300
Fisk University	9.5	8	26,802	36-40	NA
Fort Valley College	6	8	5,400	40	6,900
Grambling	14	3	44,480	40-44	6,300
Hampton Institute	6	15	8,640	38	6,500
Howard University	27	41.6	29,090	40	8,054
Huston-Tillotson	2	2	6,840	38-40	NA
Jackson State College	6	11	18,410	39	NA
Jarvis Christian College	7	1	21,101	40	NA
J. C. Smith University	6	4	5,694	37	NA
Kentucky State College	3	9	4,960	38	6,300
Lane College	2	4	19,710	42	NA
Langston University	2	5	15,000	40	NA
LeMoyne-Owen College	2	2	6,637	40	NA
Livingstone College	4	1	7,600	NA	5,500
Miss. Valley State Coll.	5	18	NA	40	6,250
Morris Brown College	3	6	6,150	35	7,000
Norfolk State College	11	6	22,320	40	7,032
N. C. A&T State Univ.	9	15	3,930	40	7,500
N. C. College	14	11	17,314	39	NA
Paine College	4	1	3,812	39	NA
Philander Smith College	2	1.4	14,874	36	NA
Rust College	3	3	12,340	40	NA
St. Augustine's College	4	3.5	6,000	37.5	NA
St. Paul's College	3	2	2,738	36	6,000
Shaw University	4	7	15,680	40	NA
S. C. State College	7	4	7,152	39	NA

TABLE 8 (CONTINUED)

INSTITUTION (Call, 1968)	Professional Librarians	Non-professional Staff	Hours of Student Help	Work Week	Beginning Salary of Library School Graduates
Southern University	11	10	135,232	36-40	8,000
Stillman College	3	2	7,850	37	NA
Talladega College	3	4	1,035	40	6,500
Texas College	2	4.5	19,322	40	NA
Texas Southern University	8	23.5	19,800	40	7,883
Tougaloo College	3.5	4	9,883	39	NA
Tuskegee Institute	10	9.5	55,000	37.5	7,200
Virginia State College	10	14	17,841	40	7,032
Virginia Union University	4	3	17,212	37	6,960
Voorhees College	4	1	NA	39	NA
Wilberforce University	3	3	NA	40	NA
Wiley College	3	8	NA	40	NA
Winston-Salem College	2	5	12,720	40	NA
Xavier University	6	3	12,000	40	NA

MSLS degrees generally requiring no experience). In comparison with the survey of the three library periodicals, nine libraries were offering between $7,000 and $7,500 for these beginning positions and some offered less than $5,400, the lowest figure, while none approached the high of $8,500. The average salary offered library school graduates as reported in the Library Journal was surpassed by only three libraries in this study with salaries ranging from $7,883 to $8,054. The median salary of $7,488 was met or exceeded in six instances. It would appear that the black libraries are not in a very competitive position for hiring library school graduates.

As experienced employees are often hired within the salary range rather than at the minimum step it was not possible to ascertain the real hiring rate in the survey of the three periodicals. Therefore, the minimum rate was used: the median salary range for vacancies generally requiring the MSLS degree plus experience, for March, 1968, was $8,500 to $8,999, with the lowest salary at $6,200 and the highest at $12,000. Associate or assistant librarians in black colleges numbered eight who received more than $8,500. In fact, all eight exceeded the $8,999 figure in the survey, and one exceeded the $12,000 high of the survey. The remainder of the group fared pretty well, all receiving more than the low of $6,200. Heads of major units (eight in number) received more than $8,500 and two received less than $6,200. Other professional librarians, except one, received less than $8,500 with a range of $5,000 to $9,000 (see Table 9). Chief librarians in the black sample earned from $6,500 to $18,469. Clerical help averaged between $3,000 and $6,000. On the whole salaries in black college libraries were not competitive.

TABLE 9

NUMBER AND AVERAGE SALARY AT FULL-TIME STAFF,
FALL, 1968

INSTITUTION	Principal Terms of Employment	Salary of Chief Lbn.	Assoc. of Asst. Lbn.		Heads of Major Units		Other Pro-Librarians		Other Regular Staff Members	
			No.	Aver. Sal.	No.	Aver. Sal.	No.	Aver. Sal.	No.	Aver. S
Ala. A&M	11-12	12,400	1	8,300	4	10,000	4	7,000	8.5	6,000
Allen Univ.	11-12	8,500	-	---	1	5,500	-	---	2	4,500
Atlanta Univ.	11-12	NA	-	---	-	---	-	---	-	---
Benedict	9	7,500	-	---	-	---	-	---	-	---
Bennett	11	8,500	1	NA	1	5,200	-	---	5	3,900
Bishop	11-12	12,000	-	---	2	8,700	1	7,800	8	5,150
Central State	11-12	13,500	1	9,000	5	8,000	3	7,500	12	4,500
Claflin	11-12	7,750	-	---	-	---	2	6,250	2	5,300
Dillard	NA	---	-	---	-	---	-	---	-	---
Elizabeth City	11-12	9,400	-	---	-	---	2	7,750	2	4,300
Fisk Univ.	NA	---	-	---	-	---	-	---	-	---
Fort Valley	11-12	12,800	1	10,000	-	---	4	7,650	8	5,050
Grambling	11-12	16,273	1	12,947	6	8,250	6	6,650	3	3,350
Hampton	11-12	11,000	-	---	4	9,600	2	8,000	12	4,400
Howard Univ.	11-12	18,469	-	---	10	11,000	17	9,000	-	---
Huston-Till.	11-12	9,000	1	7,800	-	---	-	---	2	3,900
Jackson State	NA	---	-	---	-	---	-	---	-	---
Jarvis-Christ.	11-12	7,680	-	---	-	---	-	5,850	-	3,600
J. C. Smith	11-12	10,272	-	7,169	-	6,676	-	5,500	-	3,200
Ky. State	11-12	12,000	-	---	1	8,200	4	5,700	8	4,800
Lane	9-12	8,500	1	6,500	-	---	-	---	4	5,500
Langston Univ.	11-12	12,000	-	---	-	---	1	6,500	5	5,500
LeMoyne	9	8,700	1	7,200	-	---	-	---	2	4,500
Livingstone	11-12	6,500*	-	---	1	7,600	2	5,000	1	3,500
MVSC	11-12	NA	-	7,600	-	---	-	6,400	-	3,600
Morris Brown	11-12	8,500	2	7,500	-	---	-	---	6	5,000
Norfolk State	11-12	11,400	1	9,600	-	---	9	8,300	6	4,750
N. C. A&T	11-12	10,000	-	---	5	8,000	3	7,800	15	4,600
N. C. College	11-12	NA	1	8,244	9	9,144	3	8,200	11	4,900
Paine	11-12	10,000	-	---	-	---	3	7,500	1	3,400
Phil. Smith	11-12	7,000	1	6,800	-	---	-	---	1.4	3,000
Rust	11-12	6,000	-	---	-	---	2	4,400	3	5,000
St. Augustine	9	7,200	-	---	-	---	3	6,000	3.8	3,000
St. Paul	9	7,500	2	6,500	-	---	-	---	2	5,000
Shaw Univ.	NA	---	-	---	-	---	-	---	-	---
S. C. State	11-12	9,300	-	---	-	---	-	7,400	-	4,500

TABLE 9 (CONTINUED)

INSTITUTION	Principal Terms of Employment	Salary of Chief Lbn.	Assoc. of Asst. Lbn. No.	Assoc. of Asst. Lbn. Aver. Sal.	Heads of Major Units No.	Heads of Major Units Aver. Sal.	Other Pro-Librarians No.	Other Pro-Librarians Aver. Sal.	Other Regular Staff Members No.	Other Regular Staff Members Aver. Sal
Southern Univ.	9	13,000	-	---	-	---	10	8,500	10	4,650
Stillman	11-12	8,500	1	7,500	-	---	1	7,200	2	2,900
Talladega	9	7,300	-	---	-	---	2	6,500	4	3,000
Texas	11-12	9,000	-	---	-	---	1	5,400	4.5	3,000
Tex-Southern	11-12	13,500	-	---	4	8,600	3	8,000	23.5	4,500
Tougaloo	11-12	7,000	-	---	-	---	2	5,800	4	3,300
Tuskegee	11-12	12,000	-	---	5	8,500	4	7,400	10	4,750
Va. State	11-12	13,500	-	---	4	9,000	5	7,500	15	5,000
Va. Union	11-12	9,240	1	9,632	-	---	2	7,560	3	3,650
Voorhees	NA	---	-	---	-	---	-	---	-	---
Wilberforce	11-12	9,500	1	6,700	-	---	-	---	2	4,850
Wiley	9	11,000	-	9,000	-	8,250	-	7,750	-	3,750
Winston-Salem	NA	---	-	---	-	---	-	---	-	---
Xavier	11-12	9,800	-	9,000	-	7,200	-	6,500	-	3,200

*Part-time

The black colleges are making a considerable effort by themselves to overcome the deficiencies of their libraries. As these colleges increasingly use a greater variety of teaching techniques other than textbooks and lectures, and as their faculty members increasingly attempt to keep up with advances in their fields, the black colleges will need even more extensive support to remedy their deficiencies. The present condition of library services in most of the black colleges can be summed up in the statement that the physical facilities are in general more adequate than the books, journals, films, records they contain, or the number of library staff. The situation is about even between the privately-and-publicly-supported institutions, with the UNCF libraries having a slight edge. Their collections and staff need extensive strengthening to rectify a history of insufficient support and to help lift instruction and learning out of ritual and routine.